

# SUB EMPLOYEE FIRED

A Students' Union Building worker has been fired by SUB management in what appears to be a clearcut case of work termination without proper notice or justification.

According to reports reaching



Darrel Ness

ONE SIDE OF THE STORY

the Gateway office, Bill Dau, a member of the night caretaking staff for the last three months, came to work at 11:00 p.m. last Wednesday night only to find his severance cheque, with four hours compensation, waiting for him. He was given no reason for his dismissal at that time.

Darrel Ness, SUB General Manager, explained in an interview that normal termination

procedures, as defined in the Staff Policies and Benefits Handbook, do not apply to the custodial staff because of their conditions of employment, including the high rate of staff turnover.

Percy Wickman, President of CUPE Local 1368, of which Bill Dau was a member, disagreed with Mr. Ness for several reasons.

The Policy and Benefits Manual, according to Mr. Wickman, defines all hourly paid regular employees as falling under its aegis. And, accepting this, it is possible to find two major regulations that management violated in their treatment of Mr.

Dau.

The first, dealing with Probationary Periods, states that during the period of worker's probation, "If the appointee is deemed unsuitable, his association with the area may be terminated at any time...However, before such action is taken, existing problems should be discussed with the appointee, and he should be given a chance to correct his shortcomings."

The second, dealing with terminations, states that if no noticeable improvement is forthcoming, "specific reasons culminating in a termination decision should be conveyed to the employees. These reasons should in turn be documented and forwarded to the general manager.

Finally, "If terminal action is taken during or at the conclusion of the six month period of probation, two weeks notice of termination or two weeks salary in lieu of notice will be provided."

According to Mr. Wickman, the above procedures were not followed. When asked about the

specific reasons for the firing, he replied, "Some members of our staff feel that the firing was a case of intimidation to serve as a threat to staff members that the same measures could be used against them at any time." The night foreman is probably setting an example in order to shake up the other workers."

According to another SUB worker, Bill Dau's crime was not so much being a poor worker, as allowing management ample opportunity to find excuses for firing him. "They had the reasons, but just didn't go about firing him properly," he said.

He added the explanation, "Lorne Macmillan (the new night foreman) has been looking for reasons to fire caretakers...he used to work for Drew's Janitor Services".

In a meeting held Monday to discuss Mr. Dau's dismissal, it was indicated that Mr Gates, Building Supervisor, had indeed warned the worker "two or three times". However, Mr. Ness agreed that the reasons had not been properly documented, and added that it would probably not happen again.

At that meeting, Percy Wickman made the motion that Mr. Dau be placed on suspension with pay, pending the investigation into his case. But, his request was refused by management.



Percy Wickman

THE OTHER SIDE

To Hell With It

## The Gateway

Tomorrow We'll Get Organized

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# STUDENT HELP IN TROUBLE

The Students' Union Executive has apparently decided to politically interfere with Student Help, and the members of that organization feel that the Union has no business being there.

Aware that it has no powers over the affairs of Student Help, the Executive has decided to put Help under the complete control of the Union.

Student Help is a group of volunteers working on a grant from the Students' Union. Their purpose is to talk to the lonely, depressed, and alienated, to refer to professional aid when necessary, and to provide information about academic problems and the campus in general.

Student Help has operated for the past 3½ years without any direct control from the Union,

much less interference in its internal structure. The people at Help want it to stay that way.

Students' Union Treasurer Frans Slatter claims the Union is legally responsible if a lawsuit is launched against Student Help. This opinion is based on a letter from the legal eagles who represent the Union.

This letter states that "the Students' Union as the sponsoring organization of various campus clubs may be vicariously (ie: interchangeably) liable for the negligent acts of the members of those clubs."

Slatter has decided that this can be applied, or rather extended, to any organization operating on a grant from the Grant Fund. What he does not say, is that the letter also makes mention of

responsibility "for those activities which fall within its (the Union's) purview." No one has so far attempted to prove that Student Help's operations are under the jurisdiction of the Students' Union.

Union Secretary Vera Radio has suggested that this problem might be cleared up at Council tonight with a simple grant to Student Help "with no strings attached." If this does not satisfy all, then Help can always apply to become a society under the Societies Act.

If this action is in fact taken, then the report of the Student Help Investigation Committee would in effect be scrapped: The preamble to this report reads: liable for all Students' Union clubs and organizations, it is important that effective control be established."

Clearly, there is no board or by-law which makes Student Help a Union organization. Vera Radio has stated that registration with the Union makes the Union responsible for Student Help's acts. However, for any other organization, registering with the Union is only to let the Head Office know of that club's

existence. It would seem that some people bend the rules to suit the circumstances.

The first recommendation of the Investigation Committee is that Student Help be transferred from a grant to a Union budget, operation under a Union by-law. Transfer from grant to budget would definitely make Student Help any lawsuit, which, according to the staff at Student Help, it is not at present. However, similar organizations on this continent have yet to be sued for anything, nor likely will be just so long as it is run by competent people.

The Union will attempt to establish full control over Student Help by establishing a Policy Board with a long list of powers, including:

- . the annual recommendation to Council of a new Director,
- . the responsibility for the general policy of referrals,
- . the review of the overall operations of Student Help. Unless the motion for an outright grant is approved, Council will be asked to okay a report which will force Student Help to "agree to the formation and powers" of the Policy Board.

There will be a meeting of Students' Council tonight at 6 p.m. in the SUB Theatre to discuss the CUPE situation. There will be an open question period.

Wednesday at noon in SUB Theatre the Students Support Committee for SUB Workers and the New Democratic Youth will hold a rally to discuss and implement measures to be taken in support of CUPE Local 1368. Grace Hartman, National Executive Secretary of CUPE will be the feature speaker.